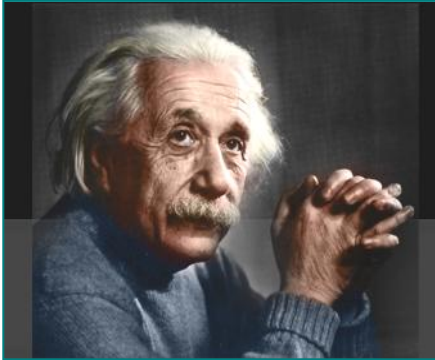


Wise Heads Don't Grow On Young Shoulders



The trouble with wisdom and experience is that they both take time to get. Yet they are essential qualities for highly productive employees and the kind of leaders your organization needs in today's challenging business climate.

The US Department of Labor tells us that fully one-third of America's workers will be at retirement age during the next decade. This means that your organization will be faced with the task of replacing your most experienced and productive people with individuals coming out of today's education system, military or via emigration to the US.

While you may be able to forestall some key individuals' retirement for a few years, you are still faced with the prospect of either recruiting new talent to take over for retirees or developing the necessary talent from within your existing staff.

A Perfect Storm is Brewing

In addition to the significant talent drain brought on by the imminent retirement of key contributors in your workforce, there will be fewer people to replace them. According to KPMG International in its recent *Global Skills Convergence Advisory*, fewer people will enter the workforce than will leave. KPMG also points out that those entering the workforce, Generations Y and Z, have decidedly different ideas about how long they plan to stick with an employer than did the two preceding generations.

The US Census Bureau adds an additional factor to your organization's plans for transitioning your workforce: there will be a significant shift in the makeup of the workforce between 2010 and 2025.

These developments place your organization in the middle of a perfect storm of the greatest talent deficit in a century. While the current economy is masking the problem with higher than normal unemployment, your organization will feel the effects of this perfect storm for the next fifteen years.

So how does your organization chart a successful course to thrive in the midst of the perfect storm?

Develop and Retain Them

The primary strategies needed to meet the coming challenges, according to experts such as the Watson Wyatt Worldwide and the Gallup Organization, include talent retention and internal talent development. Organizations that work to keep their people and develop them will enjoy significant economic advantages over those who seek to fill their staffing needs principally with new hires.

Gallup determined that organizations significantly increase employee loyalty by investing in employee growth and development through quality training, coaching and mentoring programs. This is especially true for Generations X, Y and Z, who specifically look for opportunities to develop their skill set. In a recent survey of 20,000-plus employees by Spherion, more than a third said they'd seek new employment within a year of hire if no investment were made to develop them. And the American Management Association places the cost of replacing employees who leave at 30% of annual salary.





DiSC®-Guided Coaching

Because each individual is unique, the best place to start when designing an effective development program for your talented people is with the use of a behavioral assessment like DiSC®.

For over 40 years, more than 30 million people across the globe have taken DiSC® to learn about themselves and how to improve both their personal and interpersonal effectiveness. A brief online assessment provides a wealth of information to guide your employee's development, regardless of their role or assignment.

A set of comprehensive DiSC® reports from Boyer Management Group will provide you with:

- The individual's specific behavioral strengths that can be developed,
- How to create the best environment in which to develop the individual,
- Specific strategies for increasing personal and team effectiveness, and
- How to most effectively manage the individual across nine different functions (such as communicating, problem-solving, delegating, etc.).

Consider the example of a talented systems manager, John Smith. He excels in all the technical skills that are needed in his role, which is critical to the success of your organization. You see someone who could become part of the future leadership team. His DiSC® report reveals someone who is energetic, quick to adapt, seeks positive ways to interact, is a good planner and is systematic and accurate in his approach to solving problems. Knowing this, you can build on these strengths and place him in a position to best succeed. His Strategies for Increased Effectiveness report (below) pinpoints some specific areas in which to work with John to increase his effectiveness and accelerate his development.

Example of John Smith's Strategies for Increased Effectiveness Report:

John would increase his effectiveness by:

- Structuring a process for completing tasks in an orderly and complete manner
- Developing an ability to be firm and direct when dealing with interpersonal conflict
- Willingness to hear and consider the negative thoughts and feelings of others
- Following through on key details on a more consistent basis
- Better management of time requirements
- Balancing adherence to high standards with attention to deadlines
- Responding non-defensively to comments about his performance
- Sharing knowledge and information with others in a non-condescending manner
- Practicing self-disclosure and appropriate expression of feelings
- Becoming more open to other people's systems for doing things

1,000%-Plus ROI!

Consider the financial benefits of:

- Increased productivity per person
- Increased employee retention
- Improved employee morale

What investment can you make that will pay for itself in less than a month? DiSC® from Boyer Management Group is cost effective and will pay for itself in days, returning an ROI greater than 1,000%!

For more than a decade, Boyer Management Group has worked with businesses and organizations to help them get the very best out of their people, and with senior managers to improve their effectiveness.

A better solution is just a phone call or email away! If you're ready to accelerate your employees' development and improve retention, morale and workplace productivity, please email us today at hank@boyermanagement.com or call us at **215-942-0982**.



DiSC® is a registered trademark of Inscape Publishing Company



Boyer Management Group
45 Black Rock Drive
Holland, PA 18966